

Coordinating Council on the Clinical Laboratory Workforce



Cynthia S. Johns, MSA, MT(ASCP)SH
CLIAC Representative

Five Meetings

• • • • and counting

June 16, 2000

Chicago, Ill

January 22, 2001

New Orleans, La

April 2, 2002

Chicago, Ill

October 23, 2002

Washington, D.C.

June 4, 2003

Chicago, Ill

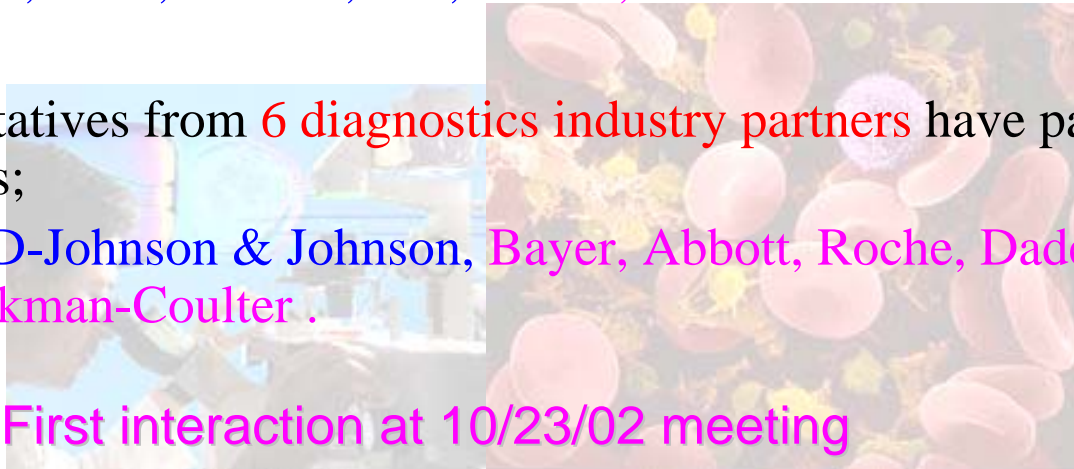


Attendance

- Representatives from 18 professional organizations have participated as follows;
- ASCLS, ASM, AAB, NCA, NAACLS, ASCP/AMS, AACC, CLMA, ASCP/BOR, ASCT, NSH, ASAHP, ACLA, AGT, AMT, AMP, APHL, AHA (ASHHRA scheduled to attend 6/03 meeting but was unable to participate)
- Representatives from 6 federal agencies have participated as follows;
- CDC, FDA, CLIAC, VA, HRSA, BHP
- Representatives from 6 diagnostics industry partners have participated as follows;
- OCD-Johnson & Johnson, Bayer, Abbott, Roche, Dade Behring, Beckman-Coulter .

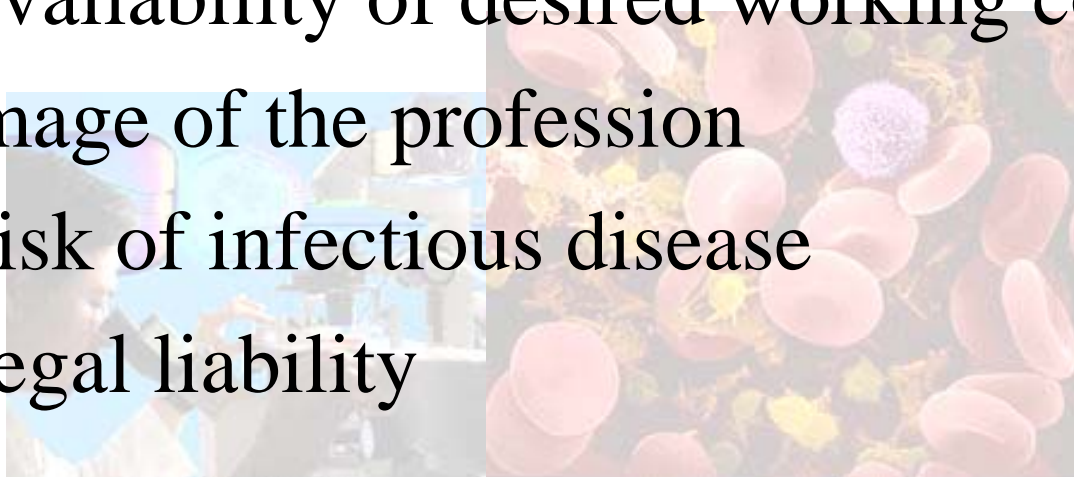


= First interaction at 10/23/02 meeting



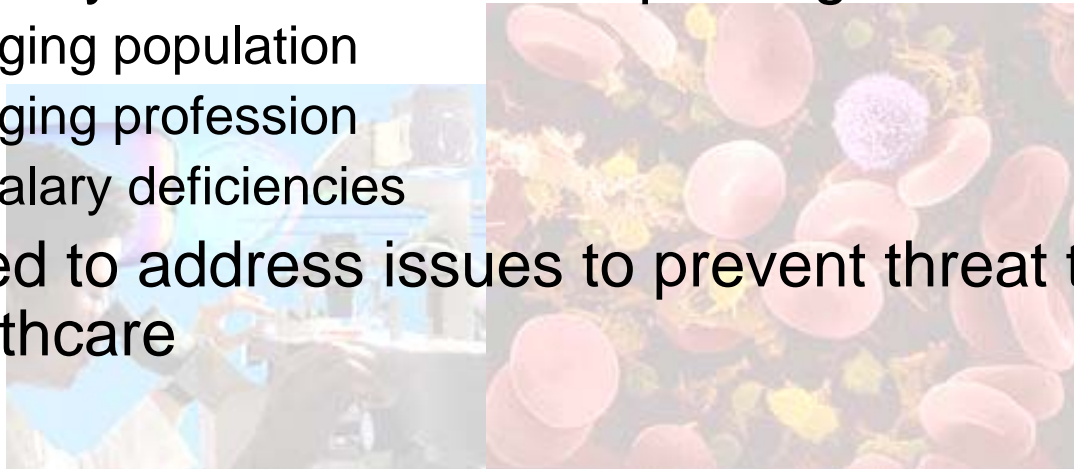
Contributing Factors to Workforce Shortage

- * Salary
- * Stressful working conditions
- * Opportunity for advancement
- * Availability of desired working conditions
- * Image of the profession
- * Risk of infectious disease
- * Legal liability



Purpose of CCCLW

- Critical Workforce Shortage
 - According to the Bureau of Labor Statistics, nationally producing about 1/3 of the number of laboratory professionals needed in the next 5-7 years
 - Primary causes are not improving
 - Aging population
 - Aging profession
 - Salary deficiencies
 - Need to address issues to prevent threat to public healthcare



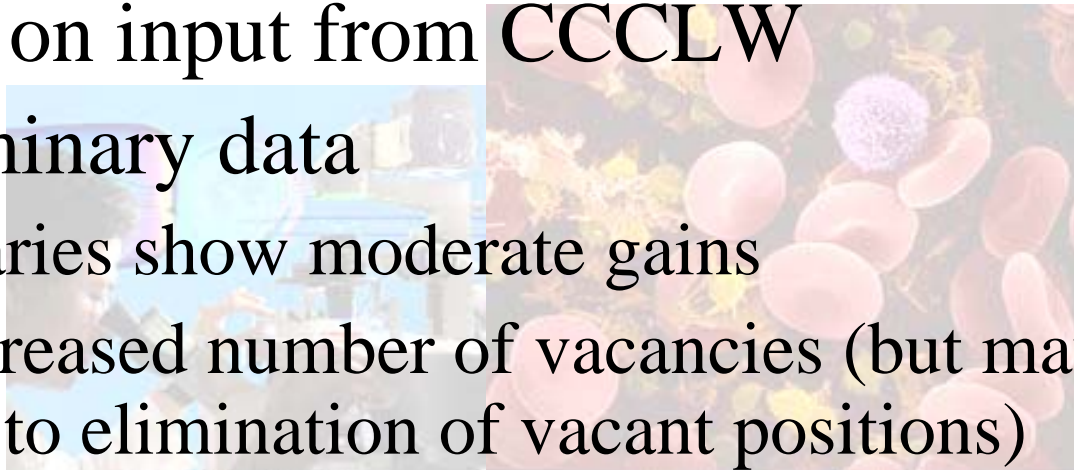
CCCLW Initiatives

- Action item list developed at 6/03 meeting
 - Press release (see attached draft copy)
 - Expanded ASCP Wage and Vacancy Survey to enhance data gathering
 - Compiled inventory list of recruitment and retention materials from participating organizations
 - Media campaign with assistance from consultants



ASCP 2002 Wage and Vacancy Survey

- Published in September and October 2003 issues of Laboratory Medicine (see attached copies)
- Expanded number and types of respondents based on input from CCCLW
- Preliminary data
 - Salaries show moderate gains
 - Decreased number of vacancies (but may be due to elimination of vacant positions)



Progress on Initiatives

- Recruitment efforts starting to pay off
 - Enrollment in clinical laboratory programs doubled between 2001 and 2002
- Funding of initiatives
 - Becoming an issue
 - Seeking support from participating organizations and industry partners



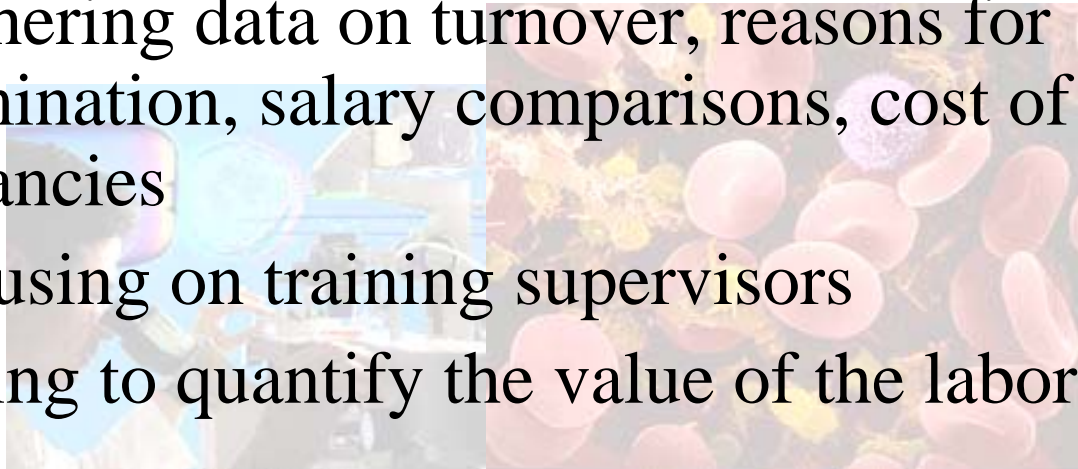
State Efforts

- Compiled summary list of states involved in recruitment and retention activities
- Task forces and commissions
- Scholarships and Loan Forgiveness programs
- Data collection
- Public awareness programs (health career information warehousing)



Other Efforts

- University of Massachusetts – Donna MacMillan
 - Academic medical centers addressing workforce shortage
 - Gathering data on turnover, reasons for termination, salary comparisons, cost of vacancies
 - Focusing on training supervisors
 - Trying to quantify the value of the laboratory



Other Efforts

- VA Medical Centers – Donna Ray
 - Focusing on cytotechnologists by posting job requirements on national website
 - Legislative efforts to reclassify MT and MLT from Title V (civil service) to Title 38 (medical professionals)



How Can CLIAC Help?

- Suggestions for modification to press release
- Ideas for target audiences and avenues for press release
- Recommendations for other recruitment or retention programs

